

Equity and Social Justice 2011 Work Plan Summary for DNRP Draft of November 18, 2011

Objectives	Description of Commitment(s)	Indicators of Success	Due Date(s)	Result(s) and Lessons Learned
<p><u>Objective 1:</u> Consider equity impacts in all decision-making:</p> <p>Each dept./branch commits to specific policy or program focus areas to apply Equity Impact Review</p>	<ol style="list-style-type: none"> 1. WTD – Include ESJ considerations in King County’s review of alternatives and approach to Lower Duwamish clean-up. 2. WTD – review the degree that mitigation measures for capital projects are relatively equitably distributed. 3. Parks – Better align parks and open space capital investments with ESJ objectives and institutionalize this process. 4. All – Apply Equity and Social Justice lens to 2012 budget proposals. 5. SWD - Raise visibility of ESJ in the SWD advisory committees – the Solid Waste Advisory Committee (SWAC) and the Metropolitan Solid Waste Management Advisory Committee (MSWMAC). 6. SWD – Promote public engagement in siting two new transfer stations 7. SWD – Formalize and advance equity policies for solid waste services through adoption of the 2012 Solid Waste Comprehensive Plan. 8. WLRD – Evaluate contracting practices to ensure equitable access to design and construction contracts, in accordance with King County policy and State laws. 	<ol style="list-style-type: none"> 1. ESJ concerns are thoroughly considered in defining King County position on a preferred alternative. 2. Review completed by Q4. 3. Report describing alignment and methodologies is submitted to Council. 4. ESJ element included in all Division business plans. 5. Improved socio-economic diversity in committee composition. 6. Year-end progress report. 7. County Council adoption of 2012 Solid Waste Comprehensive Plan, and City deliberations underway. 8. Recommendations by WLRD CIP group. 	<ol style="list-style-type: none"> 1. Q4/ongoing 2. Q4 3. Q3 4. Q4 5. Q4 6. Q4 7. Q4 or prior 8. Q4 	<ol style="list-style-type: none"> 1. Strong partnership w/ community-based organizations, other county, state, and Federal agencies. Health impact assessments in process. 2. Screening level assessment of equity in mitigation for pump stations complete – results indicate relative fairness in pump station amenities and mitigation levels, as distributed across various community types. 3. Submitted report to Council—learned that institutionalization will require further efforts. Recommendation: ESJ IBT help build broader connections to communities for whom we have weaker levels of representation and engagement. 4. 2012 budget proposals required application of ESJ lens to all changes; all divisions’ business plans communicate current and upcoming ESJ efforts. 5. Considerable effort expended without much success –may need new models and/or cross-dept support to improve. See recommendation in #3 above. 6. Robust engagement is underway - includes stakeholders and neighbors - as part of design and construction process. 7. Equity considerations are expressed in sections of the solid waste comp plan that deal w/ green building, waste collection and processing, transfer station siting considerations, and representation on advisory committees. 8. WLRD contract manual currently being updated & WLRD CIP managers taking contract management courses.

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<p><u>Objective 2:</u> Build community trust and capacity; Improved customer service; robust civic engagement</p> <p>Each dept./branch commits to areas for application of the community engagement guide</p>	<ol style="list-style-type: none"> 1. Parks – Seek grant funding to better understand needs and key drivers of customer satisfaction of underserved communities in King County. 2. Parks – Reach out to marginalized/underserved populations in focus group to help measure customer satisfaction. 3. SWD – Continue recycling outreach to communities with a higher concentration of residents for whom English is a second language. 4. SWD and WLRD – Continue household hazardous waste education and outreach to communities for whom English is a second language. 5. WLRD – Continue provision of technical assistance A to minority farmers 6. WLRD – Expand WIC use at Farmer’s Markets through CPPW work 7. WTD – Apply Community Engagement Guide in the following efforts: Sunset and Heathfield Pumpstation upgrades, Ballard Siphon replacement, Lakeland Hills Pumpstation repairs. 8. WTD – Implement tools to improve communication with non-English speaking audiences. 	<ol style="list-style-type: none"> 1. Grant application is submitted. 2. Parks Division customer satisfaction focus groups include diverse representation and input from low-income/underserved populations 3. Spanish language outreach strategy deployed. 4. Local Hazardous Waste Management Program: 1000 English as a Second Language (ESL) contacts 5. Year-end report on number of farmers reached. 6. >8 King County farmers markets and at least 45 farmer vendors to accept SNaP and Women, Infant, Children fruit and vegetable checks and/or Washington Basic Food electronic benefit (EBT) cards. 7. Completed CEG worksheets for these projects. 8. Updated Initial Needs Assessment form (so translation needs are considered for every project); on-call verbal translation contract established (for use at public meetings and during emergencies); and several key WTD publications translated into Spanish. 	<ol style="list-style-type: none"> 1. Q1 2. Q3 3. On-going 4. Q4 5. Q4 6. Q4 7. Q4 8. Q4 	<ol style="list-style-type: none"> 1 Application submitted; grant was awarded; funded focus groups conducted. 2 Concerted efforts to achieve representative diversity in focus group participants; real challenge to achieve ethnic diversity of participants. Recommendation: ESJ IBT helps build broader connections to communities for whom we have weaker levels of representation and engagement. 3 Targeted Spanish-speaking communities with recycling, waste reduction, and safe disposal education. 4 Launched Hispanic hazardous product media/outreach project, and began Korean Drycleaner grant project. 5 The Farmers Market Access Project reached 150 farmers with information and training, which included translation in Spanish and Hmong language. 6 21 (out of 41) FMs in KC accept EBT for the Basic Food Program (Washington’s food stamp or SNAP program). (6 were set up as part of Farmers Market Access Project in 2011.) 47 farmers in KC accept Basic Food Program EBT cards and/or WIC fruit and vegetable checks directly at booth or farm stand. All set up as part of the Farmers Market Access Project in 2011. Lesson learned: FMAP ESJ actions provide for sustainability. 7 WTD is now applying the community engagement guide which fit with the public participation needs assessment that is used for all capital projects 8 WTD has established on-call interpreter services, and now includes language and cultural considerations as part of public engagement needs assessment for all capital projects.

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<u>Objective 3:</u> Promote fairness and opportunity in County government practices a) Internal communications/ coordination to raise awareness and visibility of ESJ in communication and within depts./branches	1. Parks, WTD and WRD – Raise awareness of the ESJ Ordinance and the division’s commitment to ESJ principles to all Divisions’ employees –use multiple methods to deliver ESJ messages to employees. 2. SWD – Emphasize Green Building education and outreach for lower income communities. 3. Director’s Office – develop and launch public-facing website that outlines how DNRP is institutionalizing ESJ foundational practices.	1. Multiple methods of outreach are employed in order to reach a majority of Parks, WTD, and WRD employees, including websites, notes from the director, and presentations at staff meetings. 2. Built Green grants will be provided exclusively to affordable housing projects. 3. Website published to the internet with maps, commitments, and related resources.	1. On-going 2. Q1-4 3. Q3	1. Dept. Director sent message to all dept. staff, re: ordinance and ESJ dept-wide efforts; divisions have raised awareness in various ways, including messages from directors, posters, presentations to work-units where appropriate/possible. - Local Hazardous Waste Management Program: plans and delivers first staff training on cultural competence and community engagement. 2. Partnerships w/ BuiltGreen, Eco-Cool Remodel Tool, support to GreenBridge, King County Housing Authority, and DCHS – TA to Evergreen Sustainable Development Standard for affordable housing, much more to do in this arena. 3. Content being developed, resources being committed, launch Q2 ’12. Lesson learned: requires significant resources and coordination across divisions. Lesson learned: department has determined that a team, with representatives from each division, will be most effective in coordinating consistent messages on ESJ to all staff and to be effectively leverage resources for dept-wide ESJ efforts.
<u>Objective 3:</u> b) Each dept./branch commits to structures and mechanisms to deepen employee awareness, learning, and continuous improvement supports to institutionalize equity in all services	1. Parks – Facilitate discussions with all staff on the role that the division and employees can play in consideration of ESJ principles in decision-making. 2. All Divisions - Formed DNRP ESJ team to coordinate employee awareness, learning and continuous improvement.	1. Report to division management on findings from employee input. 2. Engagement tools/channels being utilized include listening sessions, posters, leadership (dept/div director) messages.	1. Q3 2. Q2-4	1. Parks has begun long-term process of coordinating training of team of field staff that will educate other fields staff on the ESJ ordinance/efforts and facilitate discussions on role that Parks can play; lessons learned: that this is a slow process to implement (requiring time and scarce resources) but one desired by staff. 2. Monthly DNRP ESJ coordination meetings are helping build momentum. Using multiple channels will help with the challenge of internal engagement that connects DNRP leadership with staff.